

U.S. Army TRADOK
Foreign Area SNCO / Regional Affairs SNCO
FAS / RAS Program



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Agenda



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7. Issues/Concerns + Q&A



Language, Regional Expertise, and Language (LREC)

LREC
Professionals
(FAO/RAO, FAS/RAS)

Surge Capacity
(Linguists, APH)

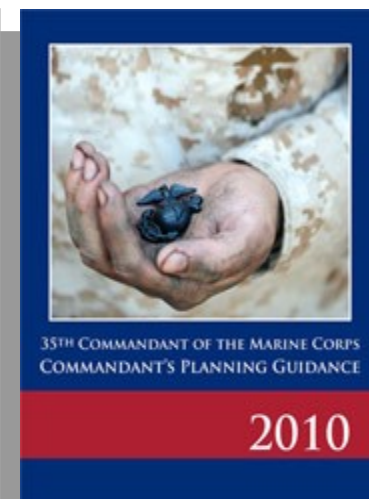
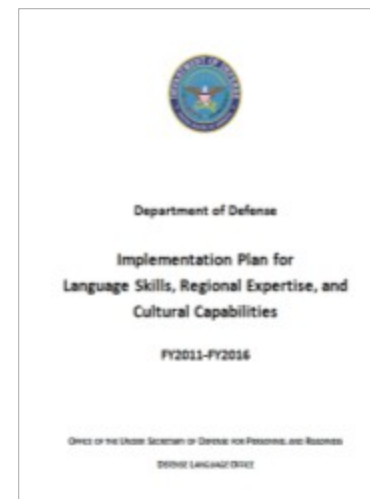
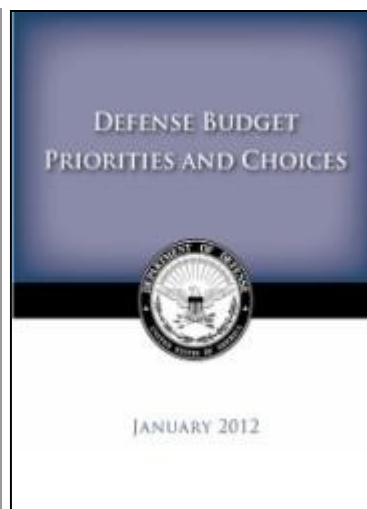
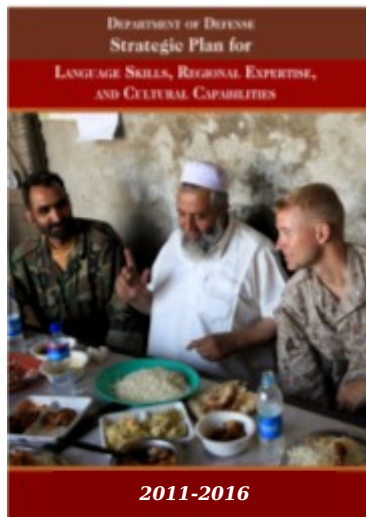
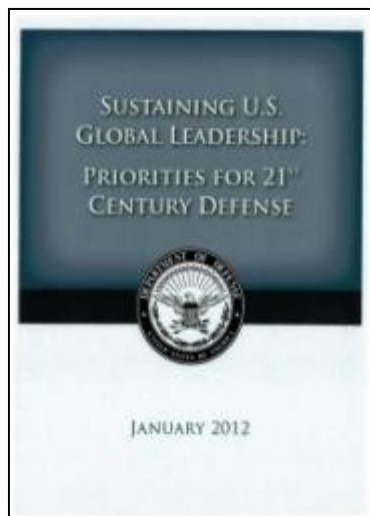
General Purpose
Forces (GPF)





Alignment of Documents

1. Presidential Strategic Guidance from January 2012
2. DoD Strategic Plan for Language Skills, Regional Expertise and Cultural Capabilities - February 2011.
 - SecDef has queried USD(P&R) three times regarding foreign language capabilities
3. DoD Implementation Plan for LREC
4. DoD Directive 1315.17 (Military Department FAO Programs)
5. MCO 1520.11E (International Affairs Officer Program)
6. Commandant's Planning Guidance





IAP Guidance

"Today's Marines perform in every clime and place, and our institution must devote attention to tomorrow's threats and opportunities."

-Gen James F. Amos



**Sometimes, the best training
doesn't come from the rifle
range...**





IAP Mission



International Affairs Program (IAP) Mission

Identify, select, and educate a corps of International Affairs Marines for assignments on tactical, operational, and strategic-level staffs, Joint and Combined staffs, and for duty with interagency organizations in order to improve MAGTF plans, operations, security assistance, and intelligence efforts with language, regional expertise, and culture skills.





Purpose

- CPG tasks PP&O with increasing the capacity of the FAO/RAO program
- The FAS/RAS program was conceived as a means of increasing USMC capacity to produce and maintain foreign area expertise.
- Foreign Area Staff NCOs (FAS) and Regional Affairs Staff NCOs (RAS) are tools for the Commander to improve MAGTF plans, operations, and security assistance efforts, with language, regional expertise, and culture (LREC)
- Provide LREC at the tactical level where FAO/RAO billets currently do not exist

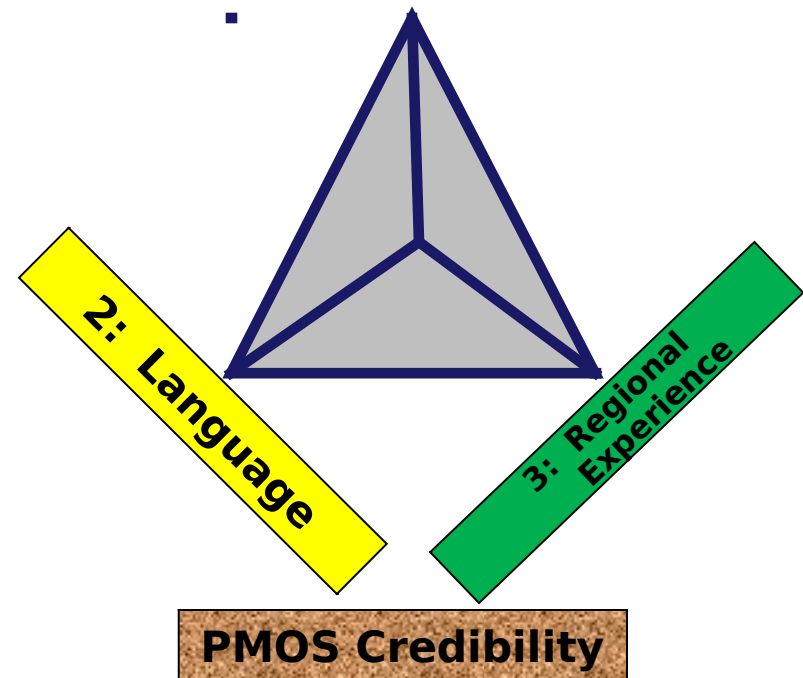


FAO/FAS Capability Sets



1: Education

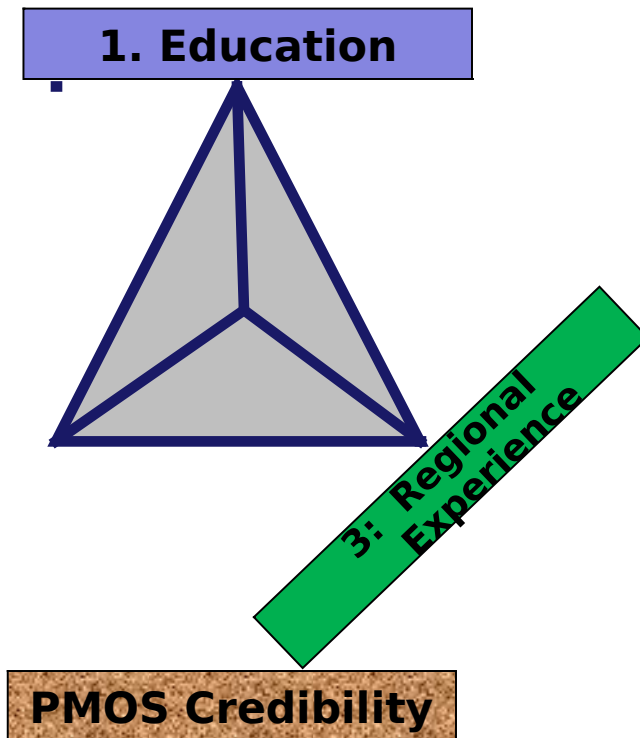
- FAO: Graduate degree
- FAS: undergrad education
- Regionally-focused
- Comprehensive orientation to foreign culture, history, politics, economics, religion, social norms and security dynamics.



* Degree requirement waiverable with qualifying experience



FAO/FAS Capability Sets



2: Language

- Regionally-oriented
- Required ability:
 - FAO:
 - Limited Functional Proficiency: **2/2**
= Able to handle routine daily interaction & social conversation.
 - FAS:
 - Minimal Functional Proficiency: **1/1**
= Able to maintain simple conversation.
- FLPP:
 - Qualify for **FLPP** at **2/2** DLPT
- Currency:
 - Tested annually
 - Goal = 3/3/3



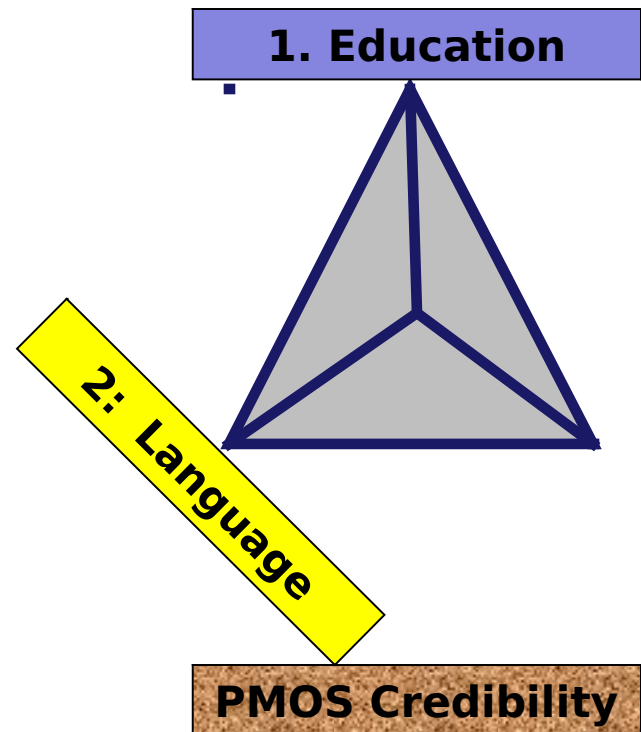
FAO/FAS Capability Sets



3: Regional Experience

- Classroom vs. reality
- Immersion in target culture(s)
- Enhanced understanding through personal experience.
- Extensive travel
- Interagency exposure with U.S. Embassy country team
- FAO = 12 months

FAS = 3 months





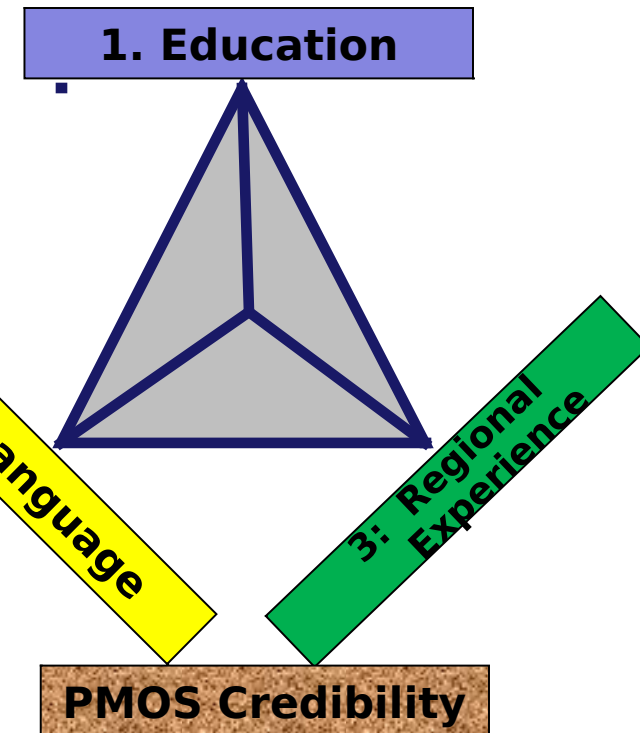
IAP Capability Sets



Security Cooperation (SC) T&R

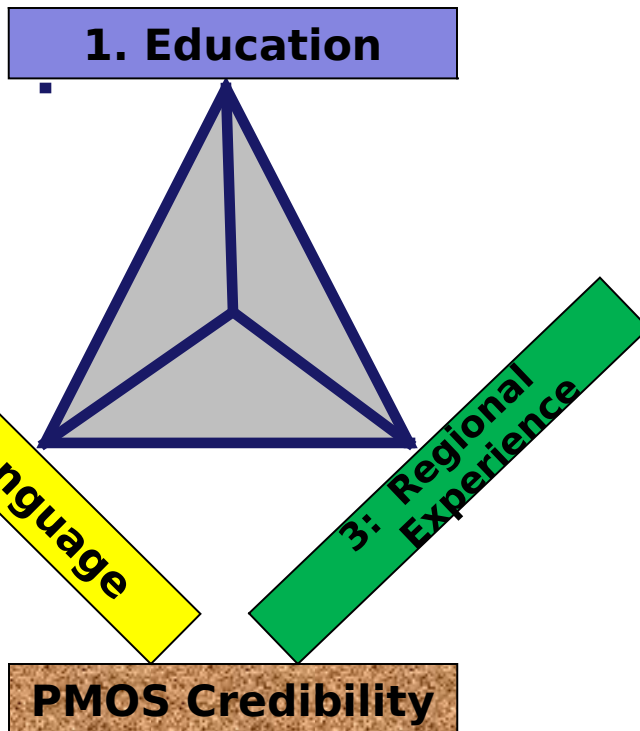
(NAVMC 3500.59A)

- **MET 1:** Provide International Affairs advice
- **MET 2:** Integrate Political-Military (Pol-Mil) expertise into SC operational planning
- **MET 3:** Integrate cultural expertise into SC operational planning
- **MET 4:** Facilitate meetings SC stakeholders





IAP Capability Sets



Culture T&R

(NAVMC 3500.65A)

- **MET 1:** Interact with foreign populace
- **MET 2:** Integrate culture assessment into unit operations
- **MET 3:** Apply operational culture concepts in managing perceptions
- **MET 4:** Conduct culture assessment
- **MET 5:** Incorporate culture assessment into mission planning



Initiatives



- **Commandant's Planning Guidance (CPG) Task: Institutionalize FAO/RAO Program**
 - **Examine programs, policies, billets**
 - **Options to increase capacity**
 - **Improve promotion & command competitiveness**
- **Actions to accomplish CPG task:**
 1. **Enlisted FAS/RAS Program**
 2. **FAO/RAO billet expansion to Reserves**
 3. **Re-aligning MARA - SCO - PEP billets**
 4. **Strategic Communication Plan**
 5. **MCO 1520.11G (update)**
 6. **Expanding language sustainment options**
 7. **Formalizing Regional Engagement Initiative**
 8. **APH Program Management**
 9. **FAO Fellowships with Joint Staff (Pakistan Afghanistan Coordination Center)**
 10. **FAO/RAO coordination with CCMR (Center for Civil-Military Relations)**

For more details on IAP, visit our website:

www.marines.mil/unit/hqmc/planspolicies/PL/PLU/Pages/welcome.aspx



FAS/RAS BETA TEST

Eligibility



Basic Requirements

- SNCO
- Competitive in PMOS
- Favorable career timing
- RCLF complete for grade
- Associates' Degree or better *

Experience Track

- Can pass Regional Exam
- Language ability
 - OPI or DLPT: 1/1 or better
- Regional experience
 - 6 months in region

Study Track

- 5 year service commitment after training
- Language aptitude
 - DLAB: 95 or better
 - or
 - DLPT: score on file

* Required by Naval Postgrad
School



FAS BETA TEST



1. Education:

- Foreign Service Institute (2 weeks)
- Naval Postgraduate School (6 months)
- Security Coop Planner Course (1 week)
- Information Operations Capability Course (2 weeks)
- Operations Chief Course (2 weeks)

2. Language:

- 3 month language immersion

3. Regional experience:

- 3 month region immersion

4. Total TTT: 12 months

5. Funding:

- PP&O requests CYD
- ODNI request for Intel Marines



FAS Beta Test

- 15 MEU
 - 24 MEU
 - 31 MEU
 - MCSCG
 - 1 MSOB
 - 3 MSOB
 - I MEF Red Team
 - MARFORAF*
- S-2
 - S-3 Current Ops
 - S-3 Future Ops





FAS/RAS BETA TEST

Assessments



- Monthly updates
 - How/where FAS employed?
 - When/Are LREC skills utilized?
- End of Tour critique (CDRs)
 - FAS value added?
 - ID additional skills needed
 - Optimum assignment?
- PLU, in coordination with MARFORs, will ASSESS, ADJUST, RECOMMEND way ahead for FAS/RAS Program
- Full Operating Capability (TBD)



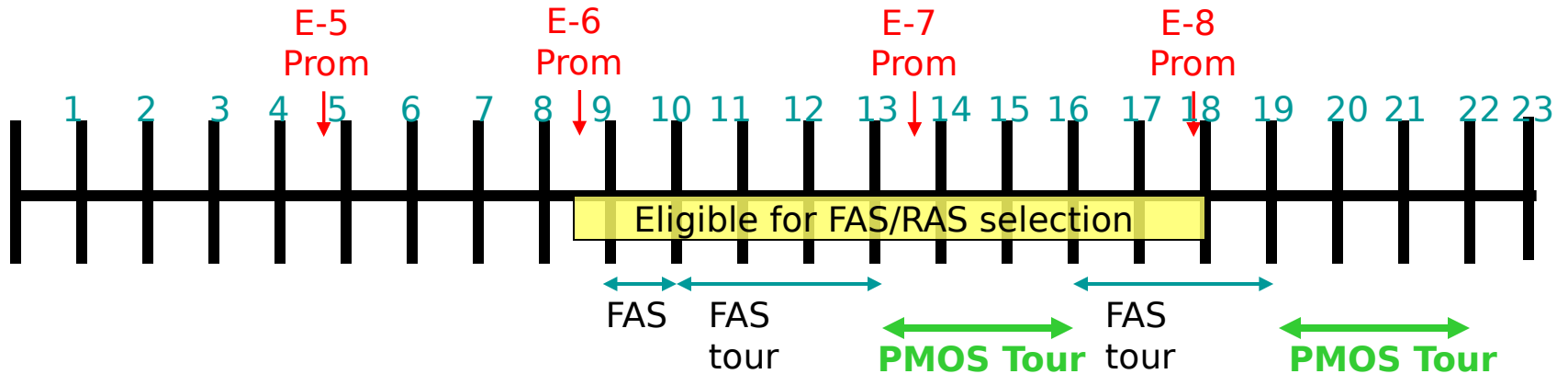
FAS/RAS Beta Test Concerns



- Protect career management of Beta Test Marines
 - Precept promotion board
- Free/Additional MOS (Proposed)
 - FAS
 - 8230: FAS in-training
 - 8231: Latin America
 - 8232: Eurasia
 - 8233: Northeast Asia
 - 8234: Middle East/North Africa
 - 8235: Sub Sahara Africa
 - 8236: South Asia
 - 8237: Western Europe
 - 8238: Southeast Asia
 - 8239: Eastern Europe
 - RAS
 - 8210: RAS in-training
 - 8211: Latin America
 - 8212: Eurasia
 - 8213: Northeast Asia
 - 8214: Middle East/North Africa
 - 8215: Sub Sahara Africa
 - 8216: South Asia
 - 8217: Western Europe
 - 8218: Southeast Asia
 - 8219: Eastern Europe



Dual-Track Career Path



IAP Marines are “dual-tracked” to remain relevant with Operating



Questions?

